

Barcelona, June 19<sup>th</sup>, 2025

FUNDACIO INSTITUT DE RECERCA  
EN ENERGIA DE CATALUNYA  
Jardins de les Dones de Negre, 1  
08930 – SANT ADRIA DE BESOS

**Endorsement of the European Charter for Researchers and commitment to its implementation via the HR Excellence in Research award process**

**FUNDACIO INSTITUT DE RECERCA EN ENERGIA DE CATALUNYA** formally endorses the 20 principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, and we are committed to implementing these principles in our institution through the HR Excellence in Research award process. As an organisation dedicated to excellence in research, we prioritise the well-being and career development of our researchers.

We recognise the importance of creating a stimulating and supportive environment that fosters researchers' growth, mobility, and success. By engaging with the HR Excellence in Research award process, we aim to embed the Charter's principles into our institutional policies and practices, ensuring a stimulating and supportive environment for our researchers.

Kind regards

**Mr. Jaume Marfà Sánchez**  
Chief Financial Officer and Manager  
Legal Representative  
LEAR of Entity